

**Action Step Vd.1.1:** Professional Development Advisory Council (PDAC) workgroup will conduct study of effectiveness of the use of Leadership Academy for Supervisors (LAS)  
**Evidence of Completion:** Summary of Recommendations from study

In early 2009, the Leadership Training Committee was formed to develop recommendations for creating child welfare leaders in Wisconsin. Based upon the work of the committee, a four level leadership training framework was developed (introduction to leadership functions at all levels in the organization, pre-supervisor, supervisor, and ongoing supervisor/manager training).

The Professional Development Advisory Council (PDAC) workgroup focused on the third level of the framework, supervisor training, to assess the effectiveness of incorporating this level into the professional development system's advanced supervisor training. Supervisor training includes two phases: initial supervisor training and foundation supervisor training. The effectiveness study included a review of state and nationally-developed resources in order to determine what would be appropriate to integrate into the initial supervisor training. This was done while taking into consideration the goals of the initial supervisor training: development of an understanding of the supervisory landscape and the supervisory role of leading people; and development of an individualized learning plan. The Leadership Academy for Supervisors (LAS) web-based training supported by the Children's Bureau was reviewed in order to determine if the six online modules supported the initial supervisor training goals. The LAS was developed for supervisors with one or more years of experience. The workgroup's review determined which of these modules would be appropriate for the new supervisor with less than a year of experience. The modules were also reviewed to determine whether the learning would meet goals identified by the leadership committee, and would support additional learning being developed for supervisors in Wisconsin.

After all modules were available for review, the workgroup recommended that three modules would meet the training goals for new supervisors: Module 1 (Introduction), module 2 (Foundations of Leadership) and module 4 (Leading People: Workforce Development). Other modules were considered too detailed for beginning supervisors. These three modules, coupled with state-developed resources and tools, will be the components of the initial supervisor training in Wisconsin.

Because the pilot group for developing this training is small, it is recommended that the Regional Partnership work closely and directly with the supervisors on how to access the appropriate modules and which content to complete. The Regional Partnership will also be following up and discussing the content with the new supervisors, connecting it to the other work and strategies in the supervisory development package. This will be done in conjunction with the timeline for development of the Learning Management System, so that the online modules will be available once the LMS is fully developed and ready to house these modules in a streamlined format that will also have full capability to track and report on completion of course work. The Professional Development System will continue to work with the LAS experts on how to best accomplish this while revising some of the content to make it Wisconsin specific.